



## KING COUNTY EQUITY & SOCIAL JUSTICE INITIATIVE

*Working toward fairness and opportunity for all*

The Obama Administration has stated that one of the objectives of the economic stimulus package is to provide opportunities for those most burdened by the economic downturn. To meet this objective, as well as King County's commitment to make equity and social justice central to our work, these questions are designed to help you consider the equity impacts of your stimulus package grant proposals.

### **Why consider equity now?**

The economic stimulus package presents an opportunity to adopt policies of inclusion and prosperity for all. Not only is this an opportunity, it makes economic sense. Evidence and history suggest that to be effective in reviving our economy and our local communities, these funds must be allocated to ensure benefit to those most impacted by the recession – which is overwhelming our lowest income residents and residents of color who have historically been left out of strategies for economic revitalization.

### **What to Consider?**

There are many ways to consider equity in project proposals. For the purposes of this stimulus package we suggest you to consider two simple categories which apply to most projects:

1. **Geographic Communities Served:** Why was this neighborhood or region selected and who benefits as a result?

King County has a wealth of data available by race, ethnicity and income. Follow this path to view maps  
Public folders > Executive > Equity > Resources > ESJI Maps

Or, for more detailed information about a specific area, contact Eva Wong, Public Health, 263-8785.



2. **Job Access:** Are you creating jobs for people of all abilities and skill levels? And do you have a plan for outreach and recruitment of local residents who qualify for these jobs?

In addition to number of jobs created, we encourage you to also consider who has the skills to do those jobs, whether affordable training is available, whether the jobs offer prospects for longer term employment, whether the jobs pay a livable wage including benefits, and whether there is a plan for local resident hiring.

**The three-step process on the following page outlines some concrete ways to incorporate these questions into your proposals and evaluation rubrics.**

For additional help considering equity, contact Sandy Ciske: [Sandra.ciske@kingcounty.gov](mailto:Sandra.ciske@kingcounty.gov) 263-8686; or Esther Handy: [Esther.handy@kingcounty.gov](mailto:Esther.handy@kingcounty.gov), 263-9616.



**King County**

# 3 Steps to Considering Equity and Social Justice in Economic Stimulus Grant Proposals

1.

**IDENTIFY EQUITY IMPACTS:** If you are considering a single project, begin by working through the attached worksheet, Appendix A, to identify the populations potentially affected by your proposal. You might start by asking some of these questions:

Geographic Community Served	Jobs Created
<ul style="list-style-type: none"><li>• Does your proposal benefit or harm some communities and not others?</li><li>• If the proposal is not county-wide, why did you select this area instead of other areas where the benefits to low-income communities and communities of color may be equal or greater?</li><li>• Are affluent neighborhoods more likely to benefit from an infrastructure project?</li><li>• Are the programs designed to be sensitive to the culture of the community in which it is proposed?</li><li>• Is the program in line with what the community says it wants and needs?</li></ul>	<ul style="list-style-type: none"><li>• Are you creating jobs for people of all skills levels, including entry-level jobs?</li><li>• Is there affordable training available for the new jobs?</li><li>• Is there a plan for local resident hiring?</li><li>• Is there a strategy for recruiting and retaining people of color?</li><li>• Are the jobs going to be located in a place that is accessible by public transportation?</li><li>• Are there longer term prospects for people who fill these jobs?</li></ul>

2.

## CONSIDER IMPACTS IN DECISION MAKING

**Considering at a Single Proposal:** Use the last column of Appendix A to consider strategies to enhance or mitigate equity impacts.

**Creating a rubric to consider multiple proposals:** If your department is using a rubric scoring system to prioritize proposals, include an equity component that gives points to projects that benefit low-income communities or communities of color.

	Geographic Community Served	Jobs Created
<b>Incorporate equity into existing categories on your scoring rubric</b>	If projects receive points based on number of people that will benefit, designate half of those points for raw number of people that will benefit, and half to be distributed according to the number of low-income or people of color that benefit . For an example, see Appendix B.	If projects receive points based on the number of jobs created, designate half of those points for the raw number of jobs created, and the other half for creating entry-level jobs, including local recruitment and outreach plans and offering training. For an example, see Appendix B.
<b>Include a separate category for equity</b>	If proposals are scored out of 100 points based on department priorities, provide an additional 10 equity points, based on the geographic community served. For an example, see Appendix C.	If proposals are scored out of 100 points based on department priorities, provide an additional 10 equity points, based on who qualifies for jobs, and if there is funding or opportunities for training. For an example, see Appendix C.

3.

## PROMOTE YOUR PROJECT!

Once you have created or selected a proposal that promotes equity, find ways to write about it in your application. Make it clear that King County is using the stimulus package to create opportunity for all.

# Appendix A

This simple template is designed to help you consider equity when developing a single proposal. Begin with columns 1-3, to identify any impacts. Column 4 provides an opportunity to brainstorm ways that you might enhance positive impacts, or mitigate negative impacts.

(1) Population(s) affected by this proposal * (both directly and indirectly - e.g., via job creation, environmental impacts)	(2) Describe Potential Positive Impact (Beneficial)	(3) Describe Potential Negative Impact (Adverse)	(4) Actions to enhance positive or mitigate negative/ other comments

## Don't know who will be affected? We can help!

For geographic communities, begin by taking a look at the maps the equity team has posted on public folders. Follow this path: Public folders > Executive > Equity > Resources > ESJI Maps

The King County GIS Census Viewer is also a good resource to look at single demographic variables:  
<http://www.kingcounty.gov/operations/GIS/Maps/CensusViewer.aspx>

For more specific information about the neighborhood or region you are serving, contact Eva Wong: 263-8785.

## Trouble mitigating negative impacts?

Start by asking “Why is there a negative impact?” Could it be prevented? Must the negative impact fall on *this* population? How about moving your project to a different neighborhood where there is greater need? Or doing it in multiple locations?

If you are creating jobs, could you add an internship or apprenticeship component that trains new or younger workers in this field? Could you design entry-level jobs in which employees develop skills that are marketable this region? Perhaps you could partner with one of our local community colleges or work training programs. Still stuck? Contact a member of the ESJI team (see below).

Want help tailoring questions or a rubric for your team?  
Contact Esther Handy, Executive Fellow: [esther.handy@kingcounty.gov](mailto:esther.handy@kingcounty.gov), 206-263-9616.

# Appendix B & C

If you have multiple projects you are considering for an application, try incorporating equity into your evaluation rubric. The first example incorporates equity directly into the scores you will give to job creation and geographic communities. This is the most integrated (and recommended) approach.

If you have already developed your rubric, try adding a few points specifically for equity that will be added to final scores (see “C” rubric below). Points can be earned in the same way as in the first rubric.

B

	Points	Maximum Points Allowed
Benefits		
Jobs Created*		20
Revenue Potential		20
Leverage Potential		10
Alignment with County goals		10
Geographic distribution**		20
Project Readiness		20
Benefit Subtotal		100

- \* **Job Creation** is scored as follows:

Raw number of jobs created	up to 10 points	—	10 points possible for total jobs created
Job creation includes entry-level jobs	3 points	} 10 points possible for <u>promoting equity</u> in job creation	
Demonstrates commitment to hiring local residents	3 points		
The proposal includes training for new laborers	2 points		
Jobs pay a living or family wage, including benefits	2 points		
- \*\* **Geographic Distribution** scored as follows:

Points for geographic area served	up to 10 points	—	10 points possible for geographic distribution based on sector or grant-specific criteria.
Provides benefit to geographic area with:		} 10 points possible for <u>promoting equity</u> in geographic distribution	
> 30% non-white residents	3 points		
> 50 % non-white residents	6 points		
> 70% non-white residents	10 points		

C

	Points	Maximum Points Allowed
Benefits		
Jobs Created		20
Revenue Potential		20
Alignment with County goals		20
Geographic distribution		20
Project Readiness		20
Benefit Subtotal		100
Equity Benefits		20
TOTAL		120